



## Lumina's Commitment to Racial Equity

### To Achieve Equity, We Must Focus Our Efforts

The promise of American opportunity has always been in sharp contrast with our nation's legacy of racial discrimination and oppression. At Lumina Foundation, we pursue racial equity and its foundation of diversity and inclusion to combat systemic patterns of racism that foster injustice.

A lack of access to high-quality learning opportunities after high school with adequate academic, financial, and social supports has denied Black, Hispanic, and Native American people opportunities to advance economically and to fully participate in society. Racial disparities in the United States are widening, and without concerted efforts, inequity will only continue to grow.

Intentionally designed policies and deliberate actions created these unjust conditions. It will take equally focused efforts to achieve racial equity in America.

At Lumina, we believe achieving fair and just outcomes for people of color must be the mission of higher education.

Amid its challenges, education and training after high school remains one of the most secure, sustainable pathways to economic stability. But we need a learning system that works well for everyone, especially for communities of color who disproportionately experience inequality.

Unfortunately, today's education systems fail to meet the needs of many of today's students. These students are more racially and ethnically diverse. They are more likely to work full time. And they are more likely to experience homelessness, poverty, and food insecurity.

These circumstances reflect widening gaps in income, wealth, and access to opportunity that create barriers to economic and social mobility.

### Our Commitment

To pursue its mission with integrity, Lumina must model the change it desires. We must:

- Prioritize efforts that address the origins of inequality and inequity.
- Build competence among board members, senior leadership, and staff members to authentically and collaboratively engage communities of color.
- Embed a commitment to racial equity and its foundation of diversity and inclusion in our recruitment and hiring practices, our contracting and grantmaking, and our investment practices.
- Promote the capacity of our contractors and grantees to pursue racial equity, diversity, and inclusion.
- Foster and support efforts to promote racial equity, diversity, and inclusion within philanthropy.

### Quality and Equity are Mutually Reinforcing

To achieve a just and fair society, the entire country must work to build a system that prepares people for informed citizenship and success in a global economy. That is the commitment Lumina is driving toward.

We are working with leaders in civil rights, higher education, business, government, and other fields to enable more people to earn high-quality credentials that prepare them for success in work and life. Existing systems are ill-equipped to significantly improve educational outcomes among Black, Hispanic, and Native American students — and, therefore, to develop and build those students' considerable talent and potential.

Even as we support responsible innovation to educate and train more Americans, we must protect against the delivery of low-quality education and training to our most marginalized students.

The nation faces an urgent need to build a more inclusive, equitable structure for offering learning opportunities, and this means dismantling longstanding structures that stand in the way of progress.

Lumina Foundation | 30 South Meridian Street  
Suite 700 | Indianapolis, IN 46204-3503  
P 317.951.5300 | TF 800.834.5756 | [luminafoundation.org](http://luminafoundation.org)

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